



COMPENSATION OF THE CHAIRMAN AND THE CEO

The Combined General Meeting of May 25, 2023 appointed Frédéric Oudéa as a Director. The Board of Directors, which met on the same day, appointed him Chairman of the Board.

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, Sanofi is publishing below details of the compensation arrangements for Frédéric Oudéa, Chairman of the Board of Directors, as approved by the Board of Directors at its meeting of February 22, 2023, acting on recommendation from the Compensation Committee.

Compensation arrangements for Frédéric Oudéa, Chairman of the Board of Directors

On February 22, 2023, acting on recommendation from the Compensation Committee, the Board of Directors set the compensation of the Chairman of the Board at 880,000 euros with effect from May 26, 2023. This amount will be subject to a pro rata adjustment.

Frédéric Oudéa does not receive any variable compensation, stock options or performance shares. Nor will he receive any attendance fees. He does not receive any attendance fees in his capacity as a Director, nor does he receive any compensation from a company included in Sanofi's scope of consolidation within the meaning of Article L. 233-16 of the French Commercial Code.

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For more details on the compensation of our directors and corporate officers, refer to our 2022 Annual Report on Form 20-F, a copy of which is available on our corporate website at www.sanofi.com.

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